

Initial Equality Impact Assessment Template

Section:	Officers undertaking assessment: Teena Twelves, Karen Sinclair	
Name of policy, procedure etc: Housing Strategy 2010-13	Date of Assessment: 17 December 2009	Is this a new or existing policy? New
Policy Aims		
Briefly outline the policy/procedure/service by putting it into context and describe its aims, objectives and purpose The Housing Strategy sets out the main actions that the authority will deliver to provide housing services and assist with the delivery of housing provision across the District.		
Who is intended to benefit from the policy? All residents of South Kesteven		
Who implements the policy, and who is responsible for the policy? The Council and key partners and stakeholders		
Who are the main stakeholders in relation to the policy? Housing Associations and other registered social landlords Housing service providers Community groups including tenants groups Public sector agencies providing services for people with specific needs Lincolnshire County Council		

Are there any other organisations or partners involved in the delivery of the service? Who is the lead or accountable body?

South Kesteven District Council

Does the policy contribute to the achievement of the Council's Equality and Diversity Policy? Can any aspects of the policy contribute to inequality? Please explain your answer.

The policy aims to address inequality through ensuring that housing services are delivered to all groups in the community.

The action plan within the Housing Strategy has a specific action to undertake Service Impact Assessments on all housing services provided by the Council and in partnership with other agencies.

Evidence

What are the existing sources of evidence and mechanisms for gathering data?

Significant evidence about housing is available through the Lincolnshire Housing Evidence Base document cited in the Strategy.

What monitoring data is available on the number of people who use the service or are affected by the policy? Who holds this information?

Information about clients is available through the various agencies which provide the services. Some information is available through national statistics and data. Some information (for example on housing need) is collected on a community by community basis.

If no monitoring has been undertaken, will this be done in the future? If so, specify what arrangements you intend to make. If you do not intend to do any monitoring, please provide your reason for this decision.

Monitoring will be undertaken following the Service Impact Assessment work and plans for this monitoring will be a key part of the action plan.

What are the key performance indicators and targets attributed to the policy?

Performance indicators and targets for the Housing Strategy are either included within the Action Plans for the Housing Strategy, or in the case of Council-delivered services will be provided in the Service Plans of Housing Solutions, Planning Policy, Neighbourhood and Tenancy Services, Assets and Facilities, and Supported Housing.

What consultation has been carried out with stakeholders and service users previously about the policy?

There was wide consultation, as detailed within the Housing Strategy, with a range of stakeholders, and with the wider community, as the strategy was developed.

Is there any evidence that different groups have different needs, experiences, issues and priorities in relation to the particular policy or function? Please explain your answer.

There is clear evidence that different groups have different issues in relation to housing, and the strategy targets certain key groups (for example older people, and vulnerable people in private housing) where these have already been identified as in need of provision of a specific type of service.

The plans in the housing strategy to undertake a full Service impact assessment are likely to identify further areas of service delivery where more action is required.

Is there any informal feedback from managers, staff or voluntary organisations?

Feedback from all those consulted is included within the Strategy document.

Is there a complaints system? If yes, are complaints monitored by race, gender , and disability as a minimum?

All Council services have a complaints system which complies with the Council's monitoring framework.

What further evidence is needed to understand the impact upon equality?

Further work will be undertaken as part of the Service Impact Assessment

planned within the Strategy

Impact

Does the data show different impact upon different groups? What existing evidence is there for this?

Because the strategy covers a wide range of services, it is likely that there will be differing impacts in terms of race, gender, age, religion, disability and sexual orientation in some or all services. Further work to understand this will be undertaken through the Service Impact Assessment

Do these differences amount to an adverse impact?

This is not known at this point.

Are there concerns that the policy could have a differential impact on any other groups of people e.g. those with dependants/caring responsibilities, those with an offending past, those with learning difficulties, transgender or transsexual people. What existing evidence (either presumed or otherwise) do you have for this? Please explain your answer.

See above.

Are there any factors that might account for differential impacts or non-achievement of the policies outcomes, such as barriers that prevent people from fully accessing the service? For example, communication difficulties, physical access, information not being accessible, use of language, childcare responsibilities?

This is not known at this point

Future Actions

Should the policy or function proceed to a Full Impact Assessment? (Please explain your reasoning)

Yes – a full Service Impact Assessment is one of the key actions identified in the Housing Strategy across all housing related services in the Council and those provided in partnership with other agencies.

ACTION PLAN			
Action	Completion Date	Responsibility	
Service Impact Assessment	March 2012	Teena Twelves	
Date Full Impact Assessment should commence: March 2010			
Review Date: December 2010			
Review Date: July 2011			
Review Date: December 2011			
Signed:	T J Twelves / K Sinclair	Date:17.12.09	